

FUNCTIONAL JOB PROFILES AND THEIR MANIFESTATION IN HANDWRITING

THEORETICAL BACKGROUND FOR
LECTURE ONLINE FOR
ASPG
SATURDAY, 4TH MAY 2019, 12 NOON EST
by
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The Four Systems and their Interlinking: Six Functional Profiles in the Job (According to the PSI Theory of Julius Kuhl)

- **Effect-oriented type (W)** - corresponding to the “pallidal-cortical” or **positive affect axis**: A+/A(+)
- **Result-oriented type (R)** - with emphasis on the **left hemisphere** or negative affect linking: A- /A(+)
- **Integrative type (I)** - with emphasis on the **right hemisphere** or positive affect linking A+/A(-)
- **Development oriented type (E)** - corresponding to the “striatal-subcortical” or **negative affect axis**: A-/A(-)
- **Reasonable-equanimous type (F)** with emphasis on the “cortical-subcortical”, **reduced affect forehead level**: A(+)/A(-)
- **Refractory type (A)** - with emphasis on the **(high) affective level**: A+/A-

Effect-oriented type (W) - corresponding to the
“pallidal-cortical” or positive affect axis: A+/A(+)

Intention Memory Objectivity Rational Thinking <i>“Cortical”: logical-serial</i>	Extension Memory Subjectivity Intuitive Thinking <i>“Subcortical”: parallel</i>
Object Recognition System Structure Problem Focus <i>“Striatal”: Negative Affect</i>	Intuitive Behaviour Dynamic Action Impulse <i>“Pallidal”: Positive Affect</i>

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Features of the effect-oriented motivation (W) :
positive affect axis A+/A(+)

- **Strength**
 - Visions
 - Influence
 - Leading
- **Operation**
 - Efficiency
 - Complexity
 - Dynamic & effect-oriented
 - Thinking in connections of function and goal
- **Motivation**
 - Open spaces
 - Possibility to determine what is happening
 - Long-term goals – not too many details please!

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Effect-oriented type (W) - corresponding to the
“pallidal-cortical” or positive affect axis: A+/A(+)

Ich war mit Begeisterung in
eine Dichtung verfallen
Type für die Schöne

Clinic Director, A+/A(+) : m, 60

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Features of handwriting type (W) :
positive affect axis A+/A(+)

- **Movement**
 - Dynamic, speed
 - Well directed
 - Intelligent and immaterial connections
- **Form**
 - Consciously formed
 - Complex formings
 - Interesting simplifications
- **Space**
 - Good spacing: clear, neither too dense nor too wide
 - Straight, not strong lines
 - Clear margins

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Result-oriented type (R): with emphasis on the left hemisphere - negative affect linking A-/A(+)

Intention Memory Objectivity Rational Thinking <i>"Cortical": logical-serial</i>	Extension Memory Subjectivity Intuitive Thinking <i>"Subcortical": parallel</i>
Object Recognition System Structure Problem Focus <i>"Striatal": Negative Affect</i>	Intuitive Behaviour Dynamic Action Impulse <i>"Pallidal": Positive Affect</i>

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Features of the result-oriented motivation (R) :
negative affect linking: A- /A(+)

- **Strength**
 - Application
 - Doing
 - Controlling
- **Operation**
 - Exactitude, thoroughness
 - Practice, result-oriented
 - Persevering
- **Motivation**
 - High efficiency
 - Possibility to organize
 - Possibility to control what is happening
 - Detailed job description

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Result-oriented type (R) with emphasis on the left hemisphere: negative affect linking: A- /A(+)

ohne wissenschaftliche Basis
mit Qualitätskontrolle ist es
nicht mehr möglich in der

Surgeon, A-/A(+) : m, 60

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Features of handwriting type (R):
negative affect linking: A- /A(+)

- **Movement**
 - Steady, good speed
 - Best and consciously directed
 - Intelligent and clear connections
- **Form**
 - Very consciously formed
 - Exact formings
 - Simplifications: „reduce to the max“
- **Space**
 - Very clear and constant spacing
 - Very straight lines
 - Very clear margins

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Integrative type (I): with emphasis on the right hemisphere - positive affect linking A+/A(-)

Intention Memory Objectivity Rational Thinking <i>"Cortical": logical-serial</i>	Extension Memory Subjectivity Intuitive Thinking <i>"Subcortical": parallel</i>
Object Recognition System Structure Problem Focus <i>"Striatal": Negative Affect</i>	Intuitive Behaviour Dynamic Action Impulse <i>"Pallidal": Positive Affect</i>

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Features of the integrative motivation (I):
positive affect linking A+/A(-)

- **Strength**
 - To recognize and develop oneself and others
 - To act and react „here and now“
 - Integrative, holistic overview
- **Operation**
 - Socially inclusive
 - Flexible, intuitive, quick
 - Spontaneously communicative
- **Motivation**
 - Acceptance
 - Respect, acclaim
 - Possibility for personal development
 - No redundancy, please!

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Integrative type (I) - with emphasis on the right hemisphere: positive affect linking A+ / A(-)

fantastic dinner!
forward to meeting

Cultural Manager, A+ / A(-) : f, 40

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Features of handwriting type (I):
positive affect linking A+ / A(-)

- **Movement**
 - Dynamic, loose, medium to high speed
 - Intuitively directed
 - Normal flow connections
- **Form**
 - Naturally formed
 - Good legible formings
 - Simplifications: concentrated to the essentials
- **Space**
 - Naturally clear and inconspicuous spacing, from wide to medium
 - Discretely oscillating lines
 - Good, but not exact margins, slightly oscillating

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Development oriented type (E): corresponding to the
“striatal-subcortical” or negative affect axis: A-/A(-)

Intention Memory Objectivity Rational Thinking <i>“Cortical”: logical-serial</i>	Extension Memory Subjectivity Intuitive Thinking <i>“Subcortical”: parallel</i>
Object Recognition System Structure Problem Focus <i>“Striatal”: Negative Affect</i>	Intuitive Behaviour Dynamic Action Impulse <i>“Pallidal”: Positive Affect</i>

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Features of the development oriented motivation (E):
negative affect axis: A-/A(-)

- **Strength**
 - Perseverance
 - Methodic, systematic, experience oriented
 - Improving in small steps
- **Operation**
 - Kreativ
 - Oriented in problem solution
 - Learning on detail
- **Motivation**
 - Acclaim, responsibility
 - Possibility of self-monitoring, including the co-workers
 - Detailed, but extensive task definition

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Development oriented type (E) - corresponding to the
“striatal-subcortical” axis A-/A(-):

ich es künstlerisch finde, dass die
Projekte mit allen Bienen starten,
finden, weil ich glaube, dass

Managing Director, A-/A(-) : m, 57

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Features of handwriting type (E):
negative affect axis: A-/A(-)

- **Movement**
 - Constant, medium to low speed
 - Not consciously directed: to an end
 - Connections: one step after the other
- **Form**
 - Orderly formed to uniformed
 - monotonous or scholarly formings
 - Simplifications: factual, by lack of superfluous elements
- **Space**
 - Rather clear and inconspicuous spacing, from narrow to medium
 - Discretely oscillating lines by lack of spacious concept and target
 - Inconspicuous, from exact to slightly irregular margins

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Reasonable-equanimous type (F): with emphasis on the “cortical-subcortical” forehead reduced affect level: A(+)/A(-)

Intention Memory Objectivity Rational Thinking <i>“Cortical”: logical-serial</i>	Extension Memory Subjectivity Intuitive Thinking <i>“Subcortical”: parallel</i>
Object Recognition System Structure Problem Focus <i>“Striatal”: Negative Affect</i>	Intuitive Behaviour Dynamic Action Impulse <i>“Pallidal”: Positive Affect</i>

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Features of the reasonable-equanimous motivation (F):
 reduced affect level: A(+)/A(-)

- **Strength**
 - Reasonable: affectively “low-charged”
 - Far-sighted and holistic view
 - Resilient
- **Operation**
 - Calmness, steadiness
 - Highly skilled, sophisticated, yet not lost in details but
 - Focussed on the essentials
- **Motivation**
 - Integration
 - Possibility to do a good job
 - Possibility to do the right thing at the right time:
 - Efficiency *and* effectiveness

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frühe verreise ich für zwei Wochen
nach Griechenland. Bis dahin arbeite
ich noch Hardarbeit - die Ferien
wollen jeweils verdient sein -, aber
Kultur schaffen wir noch in

Homme de lettre, A(+)/A(-) : m, 55

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Features of handwriting type (F): reduced affect level: A(+)/A(-)

- **Movement**
 - Naturally constant, medium to low speed
 - Elastic rhythm
 - Intelligent, complex connections
- **Form**
 - Soft concept: slightly variable
 - Individual, yet well adapted
 - Interesting new creations
- **Space**
 - Sovereign, clear without ambition
 - Spacious concept and target in the background
 - Organically integrated

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Refractory type (A) -
with emphasis on the high affective level: A+ / A-

Intention Memory Objectivity Rational Thinking <i>"Cortical": logical-serial</i>	Extension Memory Subjectivity Intuitive Thinking <i>"Subcortical": parallel</i>
Object Recognition System Structure Problem Focus <i>"Striatal": Negative Affect</i>	Intuitive Behaviour Dynamic Action Impulse <i>"Pallidal": Positive Affect</i>

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Features of the refractory type motivation (A):
high affective level A+ / A-

- **Strength**
 - Affect-emphasised: affectively “high-charged”
 - Enthusiastic
 - Highly visionary, maybe phantastic
- **Operation**
 - Busy, but uneven
 - Untrustworthy
 - Changing opinions and changing goals
- **Motivation**
 - Unrealistic aims
 - Claim of power and importance
 - Autocratic control (→ psychopathy, borderline disease)

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Author, A+/A- : m, 50

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Features of handwriting type (A): high affective level A+/A-

- **Movement**
 - Irregular to unorganic, medium to high speed
 - Inelastic, nervous, jumpy rhythm
 - Intelligent or simple connections
- **Form**
 - No concept
 - Individual or scholar
 - Ataxias, unorganic, exaggerated formings
- **Space**
 - Unconsciously, yet arbitrary pocketed and utilised
 - From no spacious concept and target to „lost in space“
 - From clear to uneven to chaotic

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